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15 FEB 1965

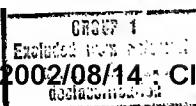
MEMORANDUM FOR: Executive Director-Comptroller

THROUGH : Director of Budget, Program Analysis, and Manpower
SUBJECT : Ceiling Increase for Junior Officer Training Program
REFERENCE : Memo dtd 2 Mar 64 to DDCI fr DD/S, subj: "Recruitment of Young Officers"

1. This memorandum submits a recommendation for your approval; this recommendation is contained in paragraph 5.

2. On 5 March 1964 the Executive Director-Comptroller in approving the request in the referenced memorandum authorized an expansion of the Junior Officer Training Program from 215 to 290 for Fiscal Year 1965 and to 315 effective 1 July 1965. Subsequently, the official ceiling authorization issued by the Director of Budget, Program Analysis, and Manpower provided 290 positions for Fiscal Year 1965 but withheld the increase to 315 until the rate of the Program expansion demonstrated the need for the additional 25 positions. I believe the experience of the Program to date demonstrates the need for the additional 25 positions for immediate utilization rather than the approved effective date of 1 July 1965 if the Program is to be continued without interruption or slowdown.

3. On 1 July 1964 there were 229 JOT's on the Program rolls. Through the normal processes of bringing new JOT's into the Program and transferring to operating components those who had completed their training, the Program strength rose in January 1965 to 277 students. The attached summary sheet presents the detail of the status of the JOT Program through the period 1 July 1964 - 25 January 1965. Recruitment is underway for the class of April 1965. It is apparent that the planned input of 40 for this class will increase the number of JOT's in the Program to approximately 300. Recruitment for the July class, which should begin immediately, will increase the total strength to at least 315 by 1 July 1965. To permit an orderly progression of the Program with a continued input of trainees at the levels authorized in the referenced memorandum, the 25 additional ceiling positions are needed now rather than the later date of 1 July 1965.

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4. Thus far the expansion of the Program has been accomplished along the lines intended, and in reasonable conformity with the requirements established by the Directorates. Perhaps more significant is the fact that expansion has not resulted in any lowering of qualitative standards. On the contrary, on the basis of scores achieved on the Agency's Professional Applicant Test Battery, the average level of intellectual capacity of successive classes has tended gradually upward during the past 18 months. For example, test scores of the externally recruited JOT's in the January 1965 class ranked, on the average, among the top 16 per cent of Agency professional employees and above the median for JOT's on board. I believe this indicates two significant factors: first, the Agency recruiters are producing more qualified candidates than heretofore to meet the Program's expanded requirements; and second, high standards of selection are being maintained. Both factors argue well for expanded use of the Program.

5. I recognize the difficult problems of manpower restrictions which confront the Agency but I feel strongly, as I believe you do also, that we should not permit a deceleration of the JOT Program. If we are to meet the Program levels authorized and expected, we should begin immediately to recruit and process the trainees for the July class. It is recommended, therefore, that you authorize the additional 25 ceiling positions now rather than defer the increase to 1 July 1965.

25X1


L. K. White
Deputy Director
for Support

Attachment:

Summary Sheet

CONCUR:

John M. Clarke
Director of Budget, Program Analysis, and Manpower

 Date

The recommendation contained in paragraph 5 is approved:

Lyman B. Kirkpatrick
Executive Director-Comptroller

 Date

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